CONTRACT #4 RFS # 331.04-002

Department of Education

VENDOR: Xap Corporation

RECEIVED

MAY 1 5 2006

FISCAL REVIEW



STATE OF TENNESSEE

DEPARTMENT OF EDUCATION 6th FLOOR, ANDREW JOHNSON TOWER 710 JAMES ROBERTSON PARKWAY

NASHVILLE, TN 37243-0375

LANA C. SEIVERS, Ed.D. COMMISSIONER

TO:

PHIL BREDESEN

GOVERNOR

Leni Chick, Fiscal Review Committee

FROM:

Lana C. Seivers, Commissioner

DATE:

May 15, 2006

RE:

Request to appear before Fiscal Review Committee regarding Non-Competitive Amendment

to contract FA-05-16382-00

Please consider the enclosed information regarding a request for Non-Competitive Amendment to contract FA-05-16382-00 with Xap Incorporated.

The proposed amendment will allow for the additional deliverables of the following:

- Web-based test preparation module for ACT, SAT, and GRE tests for college bound students
- > Career planning module for students who are planning their post secondary education experience

The cost for the addition of these two deliverables is \$433,363.00 over the remaining four (4) years of the contract for a total maximum liability of \$4,164,520.00.

Thank you for your consideration of this request.

REQUEST: NON-COMPETITIVE AMENDMENT

APPROVED	
Commissioner of Finance & Administration	
Date:	

EACH REQUEST ITEM BELOW MUST BE DETAILED OR ADDRESSED AS REQUIRED.							
1)	RFS#	331.04-002-05					
2)	State Agency Name :	Department of Education					
	EXISTING CONTRACT INFORMATON						
3)	Service Caption :	Electronic Transcripts					
4)	Contractor:	Xap Corporation					
5)	Contract #	FA-05-16382-00					
6)	Contract Start Date :	May 01, 2005					
7)	Current Contract End Date	April 30, 2010					
8)	<u>Current</u> Total Maximum C	\$3,731,158.00					
	Man.	PROPOSED AMENDMENT INFORMATON					
9)	9) Proposed Amendment #						
10)	10) Proposed Amendment Effective Date: (attached explanation required if date is < 60 days after F&A receipt) July 1, 2006						
11)	11) Proposed Contract End Date IF all Options to Extend the Contract are Exercised : April 30, 2010						
12)	12) Proposed Total Maximum Cost IF all Options to Extend the Contract are Exercised : \$4,164,520.00						
13)	3) Approval Criteria : use of Non-Competitive Negotiation is in the best interest of the state (select one)						
	only one uniquely qualified service provider able to provide the service						
14) Description of the Proposed Amendment Effects & Any Additional Service :							
The Tennessee Department of Education (TDOE), Tennessee Student Assistance Corporation (TSAC), and Tennessee Higher Education Commission (THEC) recently procured a solution from Xap Corporation to provide electronic transcript services for the students in Tennessee. The resulting system (see www.CollegeforTN.org) is designed especially for use in Tennessee and allows users (students in grades 8-12, parents, guidance counselors, GEAR Up professionals) to access college-planning services in the webbased portal through a single log-in and password. TDOE, TSAC and THEC are seeking the proposed amendment to contract with Xap Corporation to add its web-based test preparation							

(Test Prep) services for the ACT, SAT, and GRE test along with a career planning module to the current website with a total increase of \$433,362.00 to the maximum liability.

The test preparation and career planning module would be seamlessly integrated into the www.CollegeforTN.org website and would be available to all Tennessee students in grades 8-12, as well as adults seeking to re-enter college via the GRE. The site has no user access fees associated and there is unlimited, twenty-four (24) hour access.

Specific and unique features of the Xap test preparation module include:

Tutorials and Practice Sessions: The Xap test preparation module features user-friendly tutorials for each subject area/question type on the SAT, ACT and GRE. For the ACT these are: English, Reading, Science, Pre-Algebra, Algebra, and Geometry. SAT tutorials cover: Sentence Completions, Grammar, Essay Writing, Reading, Arithmetic, Algebra, Geometry, and Data Analysis. The GRE course contains tutorials in: Arithmetic, Algebra, Geometry, Data Analysis, Antonyms, Analogies, Sentence Completions, and Reading. Each tutorial provides between 30 and 90 minutes of instructional material. Tutorials are easy-to-use and are designed so that students may stop mid-way through and resume their work later.

The module also includes practice sessions that are designed to reinforce test-relevant skills by applying concepts presented in the tutorials to simulated test questions. Practice sessions dynamically adapt to each user's ability level, so that the most advanced students encounter the most difficult questions and less advanced students view less challenging questions. Each multiple choice question has unique feedback for each possible answer, designed to encourage students by offering hints and suggestions (for incorrect responses) and explanations (for correct answers). The students' performance during practice sessions generates a percentile ranking for each category. Percentile rankings are updated continuously, allowing students to assess their performance on a real-time basis. Students can access a database of over 500 questions for the ACT, and a database of over 800 questions each for the SAT and GRE.

Sample Tests: Timed sample tests for the SAT and ACT give students an indication of their performance level and pinpoint strengths and weaknesses. These sample tests also help students familiarize themselves with question format and layout. These sample tests are provided at no cost to users.

Vocabulary Builder: One of the most popular features of the module is a vocabulary builder, designed to broaden a student's verbal skills. The Vocabulary Builder contains more than 1,600 words. Like the practice sessions, it adapts to each student's ability level: those students with extensive verbal skills will see more difficult words, and vice-versa. Once a student has "mastered" a word it is stored on an electronic flashcard available for subsequent review.

Coaching System: Students are also able to elect a parent, teacher, or counselor as "coach" who will be able to monitor the student's performance and receive e-mail updates about the student's progress. Coaches can also log-in and view detailed reporting information on the student's activity on the site.

Daily Content: The module also includes a question of the day for each test, as well as a word of the day. This daily content can be integrated into classroom teaching strategies to encourage student users to visit the site frequently. Students can also elect to have this content e-mailed to them if desired.

Spanish Translation: The module even contains a Spanish translation of all its ACT and SAT tutorials, so that Spanish-speaking students can reinforce test-relevant skills in their native language.

Test-taking Tips: The sites provide students with an interactive game that teaches guessing strategies, as well as tips on time and stress management.

Specific and unique features of the Xap career planning module include:

Self Assessment: This section of the module will provide users with the opportunity to perform and interest self assessment. The results indicate the user's Holland personality types, which can be self-evaluated by the user or used in connection with the Career Matching Assistant, which is explained below.

Career Matching Assistant: This section of the module allows users to select from several parameters, including interest areas, highest education level anticipated, career clusters, work environment, general work activities, and abilities. The results indicate prospective careers, with links to career details, including career descriptions as well as related academic programs and colleges offering those academic programs within Tennessee. Users can store their results and review, or revise their searches at a later time. In addition, the Career Planner will provide a list of careers for users to search and links to valuable resources, including internships and volunteer information.

Additional Services: Through this module, users can search for careers that match their interests, education levels, and abilities on the U.S. Department of Labor's national careers database. This module will also link to sites on the Internet that offer information and background on careers, which include average salaries, and academic and training requirements.

15) Explanation of Need for the Proposed Amendment: The addition of the test preparation and career planning modules to the current website is a natural progression in the scope of services to assist in meeting the project vision of providing students across the state with a broad avenue of access to Tennessee educational opportunities beyond high school. Due to our existing contract with Xap, choosing an alternative to host an online test preparation service could constrain our goals of achieving a "one-stop-shop" for all students to apply to college, send transcripts online and apply for financial aid. The main vision of this "one-stop-shop" is to measure gains in student access and participation in higher education opportunities across the state, without regard to socio-economic impacts or other factors. By using one source to provide these necessary services, all Tennesseans will benefit by the reduction of costs to the State, streamlining the process, and promoting one website for all students to use to access valuable information about post high school opportunities. The addition of the test preparation module will also allow the State to collect and analyze valuable data about student study habits, test preparation, and how these factors relate to actual test performance. By using Xap, these services would be delivered promptly, without conjecture of timelines or delays. Cost increase for the addition of the test preparation and career planning modules is \$433,362.00 over the remaining four years of the current contract. 16) Name & Address of Contractor's Current Principal Owner(s): (not required if proposed contractor is a state education institution) Xap Corporation 3534 Hayden Avenue Culver City, CA 90232 17) Documentation of Office for Information Resources Endorsement: (required only if the subject service involves information technology) select one: Documentation Not Applicable to this Request Documentation Attached to this Request 18) Documentation of Department of Personnel Endorsement: (required only if the subject service involves training for state employees) Documentation Not Applicable to this Request Documentation Attached to this Request select one: 19) Documentation of State Architect Endorsement: (required only if the subject service involves construction or real property related services) Documentation Not Applicable to this Request Documentation Attached to this Request select one: 20) Description of Procuring Agency Efforts to Identify Reasonable, Competitive, Procurement Alternatives : THEC has taken reasonable steps to evaluate online Test Preparation guides. There has been no real success in defining another system that properly integrates with the State's existing system, and offer the same depth provided by Xap. Alternatives would involve an external web link with Xap which could limit the productivity and access of the individual student. The original focus of the website was to allow students opportunity to gain greater access to higher education through convenient online access to submission of their transcripts and therefore provide students greater access to higher education, which is a main goal of this project and the Governor's intent. THEC did not identify any providers that offered both a test prep and career planning module within one package. The cost information of other online Test Preparation guides has been attached to this request for review. The cost comparison for 40,000 students per year is summarized below Act Online Prep Kaplan Test Prep Xap 40,000/yr x \$20 x 4 yrs 40,000 x \$299 x 4 yrs 40,000/yr x 4 yrs \$3,200,000.00 \$47,840,000.00 433,362.00

21) Justification for the Proposed Non-Competitive Amendment :

Governor Bredesen's interest in college entry test scores was recently noted in his budget hearings and how the scores have shown an improvement since the lottery's inception. He also added the state must do more to improve scores. Test preparation is a vital component to ensuring access to educational opportunities beyond high school for all Tennessee students and citizens.

Approximately 92% of Tennessee graduates take the ACT exam annually and, while the state's average ACT score has increased in

recent years, Tennessee's scores are still below the national average. The inclusion of the test prep module has the potential to increase ACT scores and provide students, across the state, greater access to a college education.

The Xap test preparation (Test Prep) and Career Planning modules level the playing field by providing these services to all socio-economic demographics. The test preparation and career planning modules can be included as part of a school's curriculum or as a stand-alone tool used by other college-readiness programs.

Test Prep is:

Integrated Solution – As the provider of the www.CollegeforTN.org portal, Xap can ensure the State of seamless integration of test prep within the portal. Seamless integration allows user profile data to be used across all modules, reducing data entry burden on users and ensuring greater accuracy of data across the system for TDOE, TSAC and THEC.

Experience – Xap Corporation has demonstrated experience providing comprehensive ACT, SAT and GRE test prep services, with no individual user fees, via statewide college-planning portals. Xap has designed and integrated test preparation services into the statewide college-planning portals in: North Carolina, Georgia, California, Wisconsin, Texas, and Utah. Xap Corporation is also under contract to design, develop and host a statewide test preparation service for the state of Oklahoma.

Results – Nearly 300,000 student accounts were created on Xap's test preparation services in calendar year 2005. In Pennsylvania, 63 seventh and eighth grade students attempting to qualify for a national gifted and talented program used the Xap test preparation service as part of a preparation program before taking the SAT. The student's total SAT scores were related to the amount of time spent studying on the site; linear regression models showed that students scored an additional 15 points per hour spent on the site, even after controlling for the effects of grade level, gender and pre-test scores.

REQUESTING AGENCY HEAD SIGNATURE & DATE:

(<u>must</u> be signed & dated by the <u>ACTUAL</u> procuring agency head as detailed on the Signature Certification on file with OCR— signature by an authorized signatory will be accepted only in documented exigent circumstances)

Agency Head Signature

5/15/06

Price Proposal

Pricing for the addition of the career planning module and Xap's online test prep module to the CollegeForTN.org site is:

Year 1: \$115,000 (Effective Date - 4/30/07)
Year 2: \$103,000 (5/1/07 - 4/30/08)
Year 3: \$106,090 (5/1/08 - 4/30/09)
Year 4: \$109,272 (5/1/09 - 4/30/10)
Year 5: \$112,550 No longer applicable

Note: These prices will be in addition to the already in force yearly Deliverable 2 prices in the executed agreement and will subject to the same delivery schedule.

Xap's pricing shall remain in effect for a period of 60 days.

Contact Information

Any questions on Xap's proposal should be directed to:

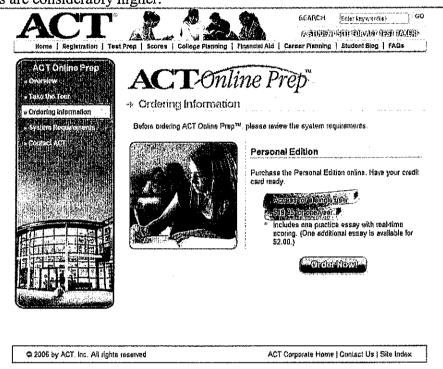
Mr. Rob Miller Regional Sales Manager, Central Region (319) 627-3399 (o) (563) 299-5901 © rob miller@xap.com

KAPL	AN) TEST PREP AND ADMISSIONS	USER HAME	2-800-KAP-TEST PASSWORD 17-80 MEMBER ME NEED HELP? NOT A MEMBER?
College	e Admissions	INTERNATIONAL LOCATIONS > TEACH	i for vaplan i seatch i support i contact us.
College Homo		About Apply to Tosis College	Pay for Succeed in College College
		ENROLL DOWNLOAD A DI	ROCHURE BUCKSTURE MESSAGE BOARDS
ACT Prep Overview Classroom Course Private Tutching Online Course Books & Software Free College Events	William the course	\$299 Buy it)	THIS PROGRAM IS BEST IF YOU: A Have limited time before your test date. Prefer a flexible and convenient pres option. Are self-motivated. System Requirements Compare Kaplan Inigher test scores guaranteed
	That's why we've structured ou mix of proven, score-relaing at Whatever your needs, our expe support you every step of the v	re and stress that students are un or ACT preparation to give you the rategies and realistic practice. ent teachers and staff are there to way.	right g Have an advisor call you >
	a personalized student homepa her convenience, take practice	be both simple and enjoyable to u ige. From there your child can sta	use. Your child will access the course from rt, gause, and rewind lessons at his or lemental workshops designed to build he click of a mouse.

Restlistic ACT practice experiences Restistic testing is fundamental to the Kaplan program. Your child will take practice ACTs using the most realistic questions available. Your child will also receive a comprehensive performance analysis and full explanations for every practice ACT.

ACT Online Test Preparation:

While there are many test preparation online courses, the following snapshots demonstrate some that are comparable to the proposed Xap amendment. Even at ACT's price (\$20), it would be a higher cost ($$20 \times 40,000 = $800,000$) than Xap's proposal. The others are considerably higher.



	СО	NTRACT	S U	MMAR	Y SHE	ET	8-8-05
RFS # Contract #							
331.04-002-05			FA-05-16382-01				
State Agen	су			State Agency Division			
Departme	nt of Education			Technology	/		
Contractor	Name			Contractor ID	# (FEIN or SSN)	·····	
XAP COR	PORATION			C- or	V- V954610	552-00	
Service De	scription						
Electronic	Transcripts						
Contra	act Begin Date	Contract End Date	}	SUBRECIPIE	NT or VENDOR?		CFDA#
Ma	ay 01, 2005	April 30, 2010		Ve	endor `		na
Mark, if Sta	tement is TRUE						
	ctor is on STARS as re	·					in Accounts as required
Allotmen			de	Fund 25	Funding Grant	Code	Funding Subgrant Code n/a
331.0 FY	04 2360 State	1 083 Federal	Interd		Other		TOTAL Contract Amount
2005	\$0.00	\$0.00	Interdepartmental \$5,000.00		\$0.00		\$5,000.00
2006	\$0.00	\$0.00		\$1,382,333.00		\$0.00	\$1,382,333.00
2007	\$0.00	\$0.00	\$800,034.00			\$0.00	\$800,034.00
2008	\$0.00	\$0.00		\$793,457.00	<u> </u>	\$0.00	\$793,457.00
2009	\$0.00	\$0.00	\$807,546.00			\$0.00	\$807,546.00
2010	\$0.00	\$0.00		\$376,150.00		\$0.00	\$376,150.00
TOTAL:	\$0.00	\$0.00				\$0.00	\$4,164,520.00
			Agency Fiscal	Contact & Telep	hone #		
FY	Base Contract & Prior Amendments	THIS Amendment ONLY	John Sharp - 615-532-1658				
2005	\$5,000.00	\$0.00	State	Agency Budge	Officer Approv	al	
2006	\$1,382,333.00	\$0.00					
2007	\$685,034.00	\$115,000.00					
2008	\$690,457.00	\$103,000.00	Fundi	ing Certification	(certification, requ	ired by	T.C.A., § 9-4-5113, that there is ted expenditure is required to be
2009	\$701,456.00	\$106,090.00	paid th	at is not otherwise	encumbered to pa	y obliga	tions previously incurred)
2010	\$266,878.00	\$109,272.00	- 1				
TOTAL:	\$3,731,158.00	\$433,362.00					
End Date:	4/30/2010	4/30/2010					
Contractor Ownership							
African American Person w/ Disability Hispanic Small Business NOT minority/disadvantaged							
Asian Female Native American OTHER minority/disadvantaged—							
Contractor Selection Method							
RFP Competitive Negotiation Alternative Competitive Method							
Non-Competitive Negotiation Government Other							
Procurement Process Summary							
Enter Procur	ement Summary Information	on Here					

AMENDMENT # 01 TO CONTRACT FA-05-16382-00

This Contract, by and between the State of Tennessee, DEPARTMENT OF EDUCATION, hereinafter referred to as the State, and XAP CORPORATION, hereinafter referred to as the Contractor, is hereby amended as follows:

1. Add the following to Section A.II.

C. 3rd Deliverable - by August 1, 2006

- a. Provide functionality for career planning, translating the student's interests to career tracks, describing careers and providing associated in-state starting salaries, specifying the level of education required for careers of interest, listing related academic programs, and listing institutions offering those academic programs.
- b. Provide unlimited access to comprehensive interactive test preparation courses for the SAT, ACT, and GRE standardized tests.

2. Add the following to Section A.III.:

C. 3rd Deliverable - by August 1, 2006

The Contractor will provide a Career Information module that provides the following functionality:

- 1. A Career Self Assessment module that will provide Links to one or more assessment surveys designed to help the students identify their interests, skills, values, and personality.
- 2. A Career Matching Assistant will suggest to students which careers best match their respective interests, skills, values, and preferences. Students will have the ability to select specific preferences within a set of parameters maintained by the Contractor. Based on the expressed preferences of a student, the Career Matching Assistant will provide a list of careers from a database that best meet the expressed preferences. A Link will be established from the name of the career appearing on the list to a page providing information about the career.
- 3. A List of Careers module will provide a comprehensive listing of careers organized by cluster as determined by the U.S. Department of Labor. The information presented for each career shall include a description of the career and tasks involved; general work activities; the national average salary for the career, the experience, education and training required; a list relating careers and college majors; and a list of post-secondary institutions that offer those majors.
- Students will be provided with Links to state-specific job, volunteer and internship sites.
- 5. A My Mentor Careers section that will allow students the ability to save career profiles, majors of interest, skills, strengths and abilities, career-exploration activities and an action plan.

The Contractor will provide a Test Preparation module (TPM) that provides the following functionality:

1. A series of user-friendly tutorials for the SAT, ACT, and GRE standardized tests, covering the subject areas and question types currently presented on those tests. Each tutorial will contain at least 12 screens of information (typically representing between 30 and 90 minutes of study time) which can be interrupted at any point and resumed at a later time. For the SAT, the tutorials will cover Sentence

- Completions, Reading, Arithmetic, Algebra, Geometry, and Data Analysis. For the ACT, the tutorials will cover English, Reading, Science, Pre-Algebra, Algebra, and Geometry. For the GRE, the tutorials will cover Arithmetic, Algebra, Geometry, Data Analysis, Antonyms, Analogies, Sentence Correction, and Reading.
- 2. Practice sessions that are designed to enable students to reinforce test relevant skills by applying concepts presented in the tutorials to simulated test questions. The TPM will offer at least once practice session (having no less than twenty (20) questions) for each subject area covered in the tutorials. Practice sessions will dynamically adapt to each student's ability level. The most advanced students will be presented with the most difficult questions and the less advanced students will see less challenging questions. For each multiple choice answer, students will be provided with a unique feedback for each possible answer. TPM will offer hints and suggestions for incorrect responses and explanations for correct answers. Percentile rankings in each category will be continuously updated to allow students to assess their performance on a real-time basis
- 3. A timed sample diagnostic test that will help students identify strengths and weaknesses in taking standardized tests and assist students in constructing a directed study program.
- 4. A vocabulary builder designed to assist students in broadening their vocabulary. The students will be presented a word with five possible definitions, from which the students will make their selection. If a student's response is correct, the word will be stored in an electronic flashcard for subsequent review, and another word will be provided to the student. If the student's response is incorrect, the selected word will be crossed out, and TPM will present the word that matches the student's selection. The student will have another opportunity to select the correct definition of the presented word. Vocabulary builder also dynamically adapts to each students ability level.
- 5. Strategies for time and stress management when taking the standardized tests and an interactive game to teach guessing strategies
- 6. A question of the day related to each of the three standardized tests. TPM question of the day will draw from a pool of over twelve hundred (1200) questions.
- 7. A word of the day to supplement the vocabulary builder. TPM word of the day will draw from a pool of over fifteen hundred (1500) words. The student will have the option to be notified by e-mail of the word of the day.
- 3. Delete Section C. in its entirety and replace with the following:
 - C.1. Maximum Liability. In no event shall the maximum liability of the State under this Contract exceed Four Million One Hundred Sixty Four Thousand Five Hundred Twenty Dollars and No Cents (\$4,164,520.00). The Service Rates in Section C.3. shall constitute the entire compensation due the Contractor for the Service and all of the Contractor's obligations hereunder regardless of the difficulty, materials or equipment required. The Service Rates include, but are not limited to, all applicable taxes, fees, overheads, and all other direct and indirect costs incurred or to be incurred by the Contractor.

The Contractor is not entitled to be paid the maximum liability for any period under the Contract or any extensions of the Contract for work not requested by the State. The maximum liability represents available funds for payment to the Contractor and does not guarantee payment of any such funds to the Contractor under this Contract unless the State requests work and the Contractor performs said work. In which case, the Contractor shall be paid in accordance with the Service Rates detailed in Section C.3. The State is under no obligation to request work from the Contractor in any specific dollar amounts or to request any work at all from the Contract or during any period of this Contract.

- 4. Delete Section C.3. in its entirety and replace with the following:
 - C.3. <u>Payment Methodology</u>. The Contractor shall be comp ensated based on the Service Rates herein for units of service authorized by the State in a total amount not to exceed the

Contract Maximum Liability established in Section C.1. The Contractor's compensation shall be contingent upon the satisfactory completion of units of service or project milestones defined in Section A. The Contractor shall be compensated based upon the following Service Rates:

(The additional support services rates below shall constitute rate caps applicable only to any possible amendment and shall not apply to any deliverables specifically required in year one of the contract. Any such amendment shall specify applicable rates, not to exceed those detailed below.)

SERVICE UNIT/MILESTONE	AMOUNT
Year 1	
Deliverable 1 – July 15, 2005 – Up to 70,000 transcripts to TSAC	\$500,000.00/deliverable
Deliverable 2 – Sept. 1, 2005 – Financial aid options & support	\$450,000.00/deliverable
Year 2	
Deliverable 1 – December 2005 – Up to 80,000 transcripts to TSAC	\$150,000.00/deliverable
- June 2006 - up to 80,000 transcripts to TSAC	\$150,000.00/deliverable
Deliverable 2 – Annual fee for up to 350,000 students	\$290,000.00/deliverable
Deliverable 3 – August 1, 2006 – Career Center and Test Prep Modules	\$115,000.00/deliverable
Year 3	
Deliverable 1 – December 2006 – Up to 90,000 transcripts to TSAC	\$154,500.00/deliverable
- June 2007 – Up to 90,000 transcripts to TSAC	\$154,500.00/deliverable
Deliverable 2 – Annual fee for up to 400,000 students	\$272,200.00/deliverable
Deliverable 3 – Annual fee for up to 400,000 students	\$103,000.00/deliverable
Year 4	
Deliverable 1 – December 2007 – Up to 100,000 transcripts to TSAC	\$159,135.00/deliverable
- June 2008 – Up to 100,000 transcripts to TSAC	\$159,135.00/deliverable
Deliverable 2 – Annual fee for up to 450,000 students	\$279,616.00/deliverable
Deliverable 3 – Annual fee for up to 450,000 students	\$106,090.00/deliverable
Year 5	
Deliverable 1 - December 2008 - Up to 100,000 transcripts to TSAC	\$163,909.00/deliverable
- June 2009 - Up to 100,000 transcripts to TSAC	\$163,909.00/deliverable
Deliverable 2 – Annual fee for up to 500,000 students	\$287,254.00/deliverable
Deliverable 3 - Annual fee for up to 500,000 students	\$109,272.00/deliverable
Train the Trainer Classes:	
Year 1	\$2,500.00/class
Year 2	\$2,500.00/class
Year 3	\$2750.00/class
Year 4	\$2750.00/class
Year 5 Year 2 Additional Support Services:	\$2750.00/class
real 2 Additional Support Services:	
Web Developer	\$85.00/hour
Programmer	\$135.00/hour
Project Manager	\$200.00/hour
Year 3 Additional Support Services:	

Web Developer	\$85.00/hour
Programmer	\$135.00/hour
Project Manager	\$200.00/hour
Year 4 Additional Support Services:	
Web Developer	\$90.00/hour
Programmer	\$145.00/hour
Project Manager	\$210.00/hour
Year 5 Additional Support Services:	
Web Developer	\$90.00/hour
Programmer	\$145.00/hour
Project Manager	\$210.00/hour

The Contractor shall submit monthly invoices, in form and substance acceptable to the State will all of the necessary supporting documentation, prior to any payment. Such invoices shall be submitted for completed units of service or project milestones for the amount stipulated.

The other terms and conditions of this CONTRACT not amended hereby shall remain in full force and effect.

IN WITNESS WHEREOF:			•
XAP CORPORATION:			
Alan Jacobson, Chief Fina	ncial Officer	Date	
DEPARTMENT OF EDUCAT	NON:		
Lana C. Seivers, Commissi	oner	Date	
APPROVED:			
DEPARTMENT OF FINANC	E AND ADMINISTRATION	ON:	
M. D. Goetz, Jr., Commiss	loner	Date	
	gradi Gradina di Salaman di Salaman Gradina di Salaman di Salaman		
COMPTROLLER OF THE T	REASURY:		· Transport Mitter Albert Market M - The Community Market Mar
John G. Morgan, Comptro	ler of the Treasury	Date	

FY:

Total:

JUN 0 & 2005

Office of Contracts Review